PROPOSED SYNOPSIS ON

"Analytical study on organization culture with reference to Training & Development of employees in select state government offices"

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Introduction:

"Training & Development is any attempt to improve current or future employee performance by increasing an employee's ability to perform through learning, usually by changing the employee's attitude or increasing his or her skills and knowledge."

The need for Training and Development is determined by the employee's performance deficiency, computed as follows. Training & Development Need = Standard Performance – Actual Performance We can make a distinction among Training, Development and Education.

Training: Training refers to the process of imparting specific skills. An employee undergoing training is presumed to have had some formal education. No training program is complete without an element of education. Hence we can say that Training is offered to operatives.

Development: Development means those learning opportunities designed to help employees to grow. Development is not primarily skills oriented. Instead it provides the general knowledge and attitudes, which will be helpful to employers in higher positions. Efforts towards development often depend on personal drive and ambition. Development activities such as those supplied by management development programs are generally voluntary in nature. Development provides knowledge about business environment, management principles and techniques, human relations, specific industry analysis and the like is useful for better management of a company.

Employee training and development are part of good management practices and good risk management strategies. The following issues and changes in an organization many indicate the need for employee training and development:

- Employee's request
- Employee survey results

- Evaluation deficiencies
- Individual development plan
- Law and regulation changes
- Need to develop new leaders
- New employee
- New equipment
- New manager
- New program
- New technology
- Reassignment
- Safety issues

At the same time as the need for employee training and development is increasing, it can be argued that the time and money available in organizations for traditional forms of learning such as formal training courses has decreased. To meet this gap between the need for training and its accessibility, we've identified a variety of inexpensive methods for employee development that can offer longer leaves than the law requires. Or, your policy can stipulate that employees will be paid while they are on leave. By using these methods in a deliberate and thoughtful way, performance of your employees and your organization can be improved.

Significance of Training and development-

Enhancement of Skills of the Employees - Training and development helps in increasing the job knowledge and polish the skills of the employees at every level. Also, it allows expanding the horizons of human intellect, interpersonal skills and an overall personality of the employees.

Increased Productivity - The more the training the more likely is the chances of increasing organizations productivity. Training provides employees the detailed information of their jobs and hence makes it easy for them to perform. This increasing productivity of the employees helps the organization further to achieve its long-term goal.

Team Bonding - Training helps to increase the team spirit, team-work and inter team collaborations. It helps in inculcating the zeal to learn within the employees. This in turn allows employees to deliver best quality work and boost up the success of organization.

Literature Review

A Study on Training and Development in Public Sector Banks(Kavita Rani, Diksha Garg) claim that These days Banks have recognized the need for training and re-training their staff, in order to develop a competitive edge over their competitors in delivering high quality services to the customers. Traditionally, banks have recruited young school leavers, and their initial training was either long apprenticeship or on-the-job or formal training in basic routine operations. Aspirants to management position were encouraged to qualify professionally by reading for associate-ship of the Institute of Bankers or an equivalent qualification. It was argued that banking requires exercise of sound training and development programmes for their employees.

Jadhav (2013) studied the training and development programmes undertaken by banks for their employees. The main objectives of the present study were to analyze effectiveness of training and development programmes for employees to discharge their duties and to study how training and development programmes helps to achieve customer satisfaction.

“The Impact of Training and Development on Employees Performance and Productivity A case study of United Bank Limited Peshawar City ’’ (Neelam Tahir, Israr Khan Yousafzai, Dr. Shahid Jan) Training and Development basically deals with the acquisition of understanding, knowhow, techniques and practices. In fact, training and development is one of the imperatives of human resource management as it can improve performance at individual, collegial and organizational levels. As the process of ‘increasing one’s capacity to take action, organizations are now increasingly becoming particular with organizational learning and therefore collective development

Role of Training & Development in an Organizational Development (Vinesh) Conventional 'training' is required to cover essential work-related skills, techniques and knowledge, and much of this taking a positive progressive approach to this sort of traditional training. Training and development guide is oriented chiefly around what's good for people, rather than chiefly what's profitable for organizations. The reason for this is that in terms of training, and development, what's good for people is good for the organizations in which they work–what's good for people's development is good for organizational performance, quality, customer satisfaction, effective management and control, and therefore profits too.

Thomas Andersson in the year (2010) has done his research in the topic "STRUGGLES OF MANAGERIAL BEING AND BECOMING (Experiences from manager's personal development training)" Management training tends to be based on the idea that management concerns the acquisition of competencies, techniques and personal awareness, while managerial practice is more fluid and contextually based. There is a challenge for organizers of all types of management training to bridge gap between a fixed idea of what is to be a manger and how management is actually practiced.

Mohanty (2011) explained how Liberalization, Privatization and Globalization have changed the scenario of corporate world and holds for us many challenges. In this connection, the development of human resources is putting newer challenges in business world. New skills and abilities are needed to face these challenges and it is possible by providing "Training". Training is the strong foundation of highly skilled and motivated human resource. So, training is one of the most important tools in Human Resource Development effort to improve overall performance of an organization. Effective and suitable training interventions can bring improvements and impact in the working of organization significantly which help employees to adopt new work practices for the success of business. Through training an organization go green by making employees more effective and productive.

Rational of Study-

Organizational cultures can have varying impacts on employee performance and motivation levels. Oftentimes, employees work harder to achieve organizational goals if they consider themselves to be part of the corporate culture. Different cultures operating in one company can also impact employee performance. For example, if the organization maintains a reserved "talk when necessary" culture, employees may work accordingly; however, if the organization allows one area, say the sales team, to be outspoken and socially active, the organization may experience rivalries among areas. Thus, allowing an area to set up their own culture can affect the performance of the employees deployed elsewhere in the company.

From the above literature review the need involved to study on **Analytical study on organization culture with reference to Training & Development of employees in select state government offices** is necessitate due to changes in organization culture and their impact on employees performance in government offices. In the light of this present research study will be undertaken, so for such an extensive research study has not been undertaken. However few studies available in the form of research paper, article etc. no one or two aspect of organization culture hence in view of this it felt necessary to research to study covering vide area of government offices in Nanded district. Therefore, the title of my research study **"Analytical study on organization culture with reference to Training & Development of employees in select state government offices"**

Objective of the Study-

1) To analyze the impact of training & development on organization culture.

2) To study the effects of organization culture on the performance of employees.

3) To measure the effects of training & development on employees efficiency & effectiveness of work.

4) To examine the role of Training in inculcating the sense of team work, team spirit, and inter-personal relationship.

5) To study the impact of organization culture with reference to training and development on public services and public relation

Hypothesis of the study-

Null Hypothesis: There is no significant impact of training & development on organization culture.

Null Hypothesis: There is no significance impact of organization culture on the performance of employees.

Null Hypothesis: There is no significant impact of training & development on employees efficiency & effectiveness of work.

Null Hypothesis: There is no significant impact of Training in inculcating the sense of team work, team spirit, and inter-personal relationship.

Null Hypothesis: There is no significant impact of organization culture with reference to training and development on public services and public relation.

Research Methodology-

1) **Type of Research:** this is Descriptive research design for conducting the research work for the above title
2) **Source of data Collection:**
    i. **Primary Data**: for this research work the primary data will be collected by visiting employee in personal scattered all over Nanded district.
    ii. **Secondary Data:** the secondary data has been collected from various books , journals, reports and extensive use of various related web sites
3) **Research Approach:** this is purely Survey Method will be used by research to collect necessary and first hand information
4) **Research Instrument:** To collect necessary and required information will be collected through designing Questionnaire, scheduler method, interview to make related inquiries for research work.
5) **Type of Questionnaire:** for this structure and defined form of questionnaire to collect the required information for study
6) **Type of Question:** To make necessary inquiry for research work close ended questionnaire are prepared by the researcher
7) **Universe/ Population of Study:** To conduct the research work the researcher has defined the universe Nanded District
8) **Sampling Plan:**
    i. **Sampling Unit:** Government Employees
9) **Sampling Size:** total no. of respondent for research study are 450 Employees scattered all over Nanded district.

Sr. No	Organization Covered	Sample
1.	Civil Hospital	30
2.	Zilha Parishad	30
3.	Police Department	30
4.	APMC (Agricultural Produce Market Committee)	30
5.	Tahasil Office	30
6.	Collector Office	30
7.	NWMC (Nanded Waghala Municipal Corporation)	30
8.	PWD (Public Work Department)	30
9.	MSEB (Maharashtra State Electricity Board)	30
10.	Irrigation	30
11.	Samaj kalyan Office	30
12.	Panchayat samiti	30
13.	Maharashtra state forest department	30
14.	District & session court	30
15.	DIC (District industry center)	30
	Total	450

10) **Method of Sampling:** To choose sample for research Non-Probability method will be used

11) **Contact Method:** To conduct the research work researcher will be visited in Personal to get necessary and required information for research work

Limitation of the study:

1) This study is restricted to limited areas of Nanded district
2) This study is strictly/ limited to State Government offices only.
3) By considering geographical areas, time and money for this research work some limitation may bind to come in the research work.

PROPOSED CHAPTER SCHEME OF RESEARCH STUDY:

Chapter No.	Title of the Chapter
1	Introduction
2	Research Methodology
3	Review of Literature
4	Organization culture and impact of it on employees performance
5	Data Analysis and Interpretation
6	Findings, Conclusions and Suggestions

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